

LOUISVILLE METRO HUMAN RELATIONS COMMISSION



ANNUAL REPORT
2010



Since 1962

LOUISVILLE METRO HUMAN RELATIONS COMMISSION

THE MISSION

of the Louisville and Jefferson County Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias, and hatred from the community.

The Advocacy Board

- Jessica George (District 10)
- Ira Grupper (District 8)
- Aida Juric (District 3)
- Andrea Koven (District 16)
- Miguel Lagunas (District 26)
- Shameka Parish-Wright (District 1)
- Prafula Sheth (District 26)

The Enforcement Board

- Melissa Allen (District 8)
- Jeffrey Been (District 8)
- Alfonso Lanceta (District 12)
- Oneita Phillips (District 1)
- Hon. Joan Stringer (District 5)



Jerry E. Abramson, Mayor
Carolyn Miller-Cooper, Executive Director

Louisville Metro Human Relations Commission
410 W. Chestnut Street, Suite 300A
Louisville, Kentucky 40202
(502) 574-3631
(502) 574-3577 fax
(502) 574-4332 TDD

Email: hrc@louisvilleky.gov

Website: www.louisvilleky.gov/HumanRelations



**OFFICE OF THE MAYOR
LOUISVILLE, KENTUCKY**

JERRY E. ABRAMSON
MAYOR

November, 2010



Dear Louisville Resident:

Our community has more energy, momentum and optimism for the future than at any other time I can remember. Much of that energy and possibility springs from our community's rapidly increasing diversity.

Over the past two decades, 50 percent of our community's growth has come from those who've joined us from nations throughout the globe.

Louisville isn't alone. Cities and states across the nation are experiencing an unprecedented wave of immigration. In fact, as former president Bill Clinton has noted – no other nation in history has gone through such sweeping demographic changes in so short a time.

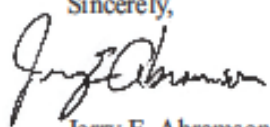
As Clinton said, these changes "can either strengthen and unite us, or they can weaken and divide us. We must decide." I believe our community has made the choice to embrace this diversity, that it enriches our community, and makes us a stronger city, a better place to live.

Yet, it brings challenges as well, made more acute by the lingering national recession. It means we must work even harder to ensure that all in our community have access to basic human services, affordable housing and opportunities for quality jobs – regardless of race, nationality or other status.

We must also strive to make sure we have the right resources and mechanisms in place to protect all people from unlawful discrimination as well as strengthen human relations and eliminate discriminatory practices – in any form, in any area of our community.

The Louisville Metro Human Relations Commission works diligently toward the achievement of these goals and has served as a unifying force and a focal point for progress since its inception. The Commission's work in contract compliance, investigation and educational outreach offers a critical viewpoint and consistent measurement, which makes our community a better place for all people.

It has been an honor to be your mayor for 21 years. Together, we have changed the face of this community, met many challenges, and have succeeded. Please know that I will remain dedicated to helping our hometown and surrounding region thrive – and I look forward to working with you to meet the challenges of the future.

Sincerely,

Jerry E. Abramson
Mayor

WWW.LOUISVILLEKY.GOV
LOUISVILLE METRO HALL 527 WEST JEFFERSON STREET LOUISVILLE, KENTUCKY 40202 502.574.2003

JERRY E. ABRAMSON
MAYOR

CAROLYN MILLER-COOPER
EXECUTIVE DIRECTOR



OFFICE: 502.574.3631
FAX: 502.574.1216
TDD: 502.574.4332

HUMAN RELATIONS COMMISSION

410 WEST CHESTNUT STREET, SUITE 300A
LOUISVILLE, KENTUCKY 40202

November 2010



Dear Citizens of Louisville Metro:

It is with pleasure that I present the 2010 Louisville Metro Human Relations Commission Annual Report. Despite challenging times, you will notice that we have been very busy in the last fiscal year working to fulfill our mission.

The Commission continues to move forward as we experience challenges of diversity in our community and throughout the country. The face of Louisville is rapidly changing and as we welcome these changes, questions arise. How do we move forward as a community? Just what do the changes mean? According to Harvard political scientist Robert Putnam, "The cultural and social diversity of cities is potentially a source of vitality and creativity...." One of the reasons that the Commission exists is to ensure that all individuals in Louisville are able to actively contribute to this community. As we go forward, our city must continue to adhere to our anti-discrimination ordinances, thereby, ensuring the continued compliance of our vendors with affirmative action goals, and allowing for equality for all as we work and do business here in Louisville.

We embrace our mission of promoting equal opportunity and diversity and encouraging positive race relations throughout the Louisville community. The Human Relations Commission staff will continue to work diligently towards those goals. As Jane Elliott, the keynote speaker at our 2010 Race and Relations Conference, states: "The task of combating prejudice and racism requires education, introspection, and commitment." Those are tasks we seek to accomplish every day.

Sincerely,


Carolyn Miller-Cooper
Executive Director

THE MISSION

OF THE LOUISVILLE AND JEFFERSON COUNTY HUMAN RELATIONS COMMISSION IS TO PROMOTE UNITY, UNDERSTANDING AND EQUAL OPPORTUNITY
AMONG ALL PEOPLE OF LOUISVILLE AND JEFFERSON COUNTY TO ELIMINATE ALL FORMS OF BIGOTRY, BIAS AND HATRED FROM THE COMMUNITY.

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION



LOUISVILLE: WHERE ALL ARE WELCOME

A STATEMENT OF VISION

Louisville commits to being a city where everyone feels at home. That which we share in common and that which is unique will be equally valued. We will weave our diverse communities into a rich tapestry. The city can thrive only when all are included and when responsibilities – personal, political and business – are honored.



We are determined:

- That all will have the opportunity to succeed,
- That every voice raised within our city will be heard, and
- That common decisions will be made with respect for all.

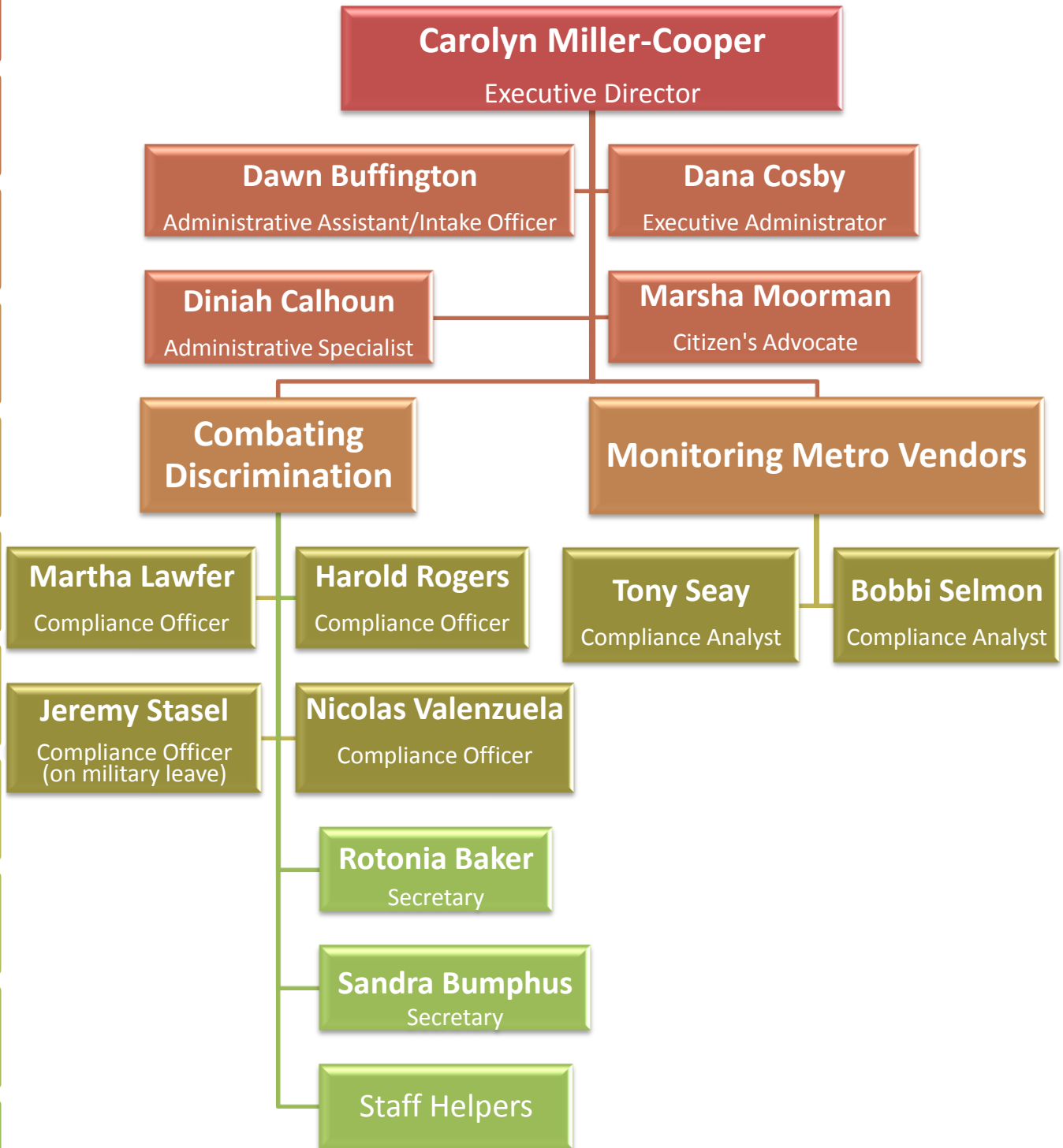
This vision of integrity and justice challenges each of us to forge relationships of acceptance and equality that shall become our legacy for future generations.



LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Staff: Serving Our Community



LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Laws: Ending Bigotry, Bias and Hatred



It is the policy of the Metro Government to safeguard all individuals within Jefferson County from discrimination because of **race, color, religion, national origin, familial status, age, disability, sex, gender identity, or sexual orientation**. Certain practices are prohibited within the areas of **employment, housing, public accommodation, resort or amusement**. **Metro Code of Ordinances §92.01.**

- Any person or persons claiming discrimination may file a written complaint with **HRC**. The complaint must be filed within 180 days after the alleged discrimination occurred.
- Any member of a Human Relations Commission Board who has reason to believe discrimination has occurred may file a complaint.
- For remedies provided under state and federal law, a person or persons claiming discrimination may file an action in Jefferson Circuit Court.

Metro Code of Ordinances §92.09(A).



No person shall discriminate against another person by intentionally interfering with another person or the property of another person with the motive to intimidate or interfere with or oppress the other person because the other person is a member of one or more classes or persons referenced in the federal Hate Crimes Statistics Act (**race, religion, disability, sexual orientation, gender identity, or ethnicity**) and/or, in addition, classes of persons identifiable by gender and/or disability or health related condition.

Metro Code of Ordinances §92.41.



An individual believing to be a victim of a bias-related or hate crime may file with **HRC** a written complaint. The complaint must be filed within 180 days after the alleged bias-related or hate crime is alleged to have occurred. **Metro Code of Ordinances §92.42.**

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Laws: Promoting Equal Opportunity

Equal Employment Opportunity

All persons, firms, corporations, or associations seeking contracts, leases or other agreements with Metro Government for more than \$10,000 must submit in writing a request to **HRC** for approval as a contractor or vendor prequalified to do business with Metro Government.

Metro Code of Ordinances §37.28(A).

HRC will prequalify those persons, firms, corporations, and associations if:

- 1) The entity is not deficient in the utilization of **minority groups, females, or handicapped persons** in proportions to population or, if a construction entity, it is utilizing **minority groups** and **females** in accordance with the United States Department of Labor currently published goals; or
- 2) The entity has an acceptable, bona fide affirmative action plan; or
- 3) The entity is a small business, which employs ten or fewer individuals, including seasonal or part time employees; or
- 4) The entity has a current federally-approved affirmative action program.

Metro Code of Ordinances §37.27(A).

All contractors must utilize their best good faith efforts to utilize subcontractors, **certified female owned, certified handicapped owned, and certified minority owned businesses** if the procurement situation requires or warrants the use of subcontractors. Good faith efforts by contractors shall be made to reach the goals established by § 37.67. **Metro Code of Ordinances §37.68(B).**

Equal Business Opportunity

While the guidelines on the utilization of **certified female, certified handicapped, and certified minority owned businesses** as subcontractors are recommended goals, failure to meet such goals will not result in disqualification from participation. Contractors, however, are required to provide written explanations to the Executive Director of **HRC** and Metro Purchasing of efforts they have made to utilize as subcontractors **certified minority, female and handicapped owned businesses**.



LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Laws: Promoting Equal Opportunity

Equal Employment Opportunity

Each developer of a **Taxpayer Subsidized Project*** shall provide a sworn affidavit to the Executive Director of **HRC** certifying its good faith efforts to achieve the goals established by this section to utilize minorities, certified minority owned businesses, females, certified female owned businesses, and local residents. **Metro Code of**

Ordinances §37.75(C)(3).

HRC either directly or through a contract with an organization or organizations shall assist contractors and subcontractors employed on a **Taxpayer Subsidized Project*** with the recruitment of minority and female members of the workforce, assist in the training of those individuals recruited by **HRC** or its designee, and provide verification and concurrent monitoring of the level of participation of minorities and female members of the workforce and minority and female owned businesses on the respective projects.

Metro Code of Ordinances §37.75(C)(4).



No person, firm, corporation, association or agency of Jefferson County that provides housing opportunities for citizens of Jefferson County with the direct or indirect assistance of Metro Government funds, shall be approved by the Metro Government or recommended for approval by any Metro Government entity without submission of an approved housing affirmative marketing plan. **Metro Code of Ordinances §92.19.**

Equal Housing Opportunity



An approved housing affirmative marketing plan must be in writing and include an analysis of the eligible population by race which is likely to apply for the housing proposed because of neighborhood custom, price or past patterns of discrimination, development of a documentable outreach program to market the housing to the segment of the population by race least likely to apply and the establishment of goals and timetables to which the entity's good faith efforts will be directed to ensure appropriate representation by race.

Metro Code of Ordinances §92.20.

*A **Taxpayer Subsidized Project** is any construction project located in Louisville Metro approved by the Commonwealth of Kentucky for a Tax Increment Financing (TIF) District or having a cost exceeding \$20,000,000 and receiving at least 25% of its funding from Louisville Metro. There are no **Taxpayer Subsidized Projects** for 2009-2010.

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Combating Discrimination

If you believe you have been discriminated against and would like to file a **complaint** with **HRC**, call or drop by the **HRC** office and talk to an **HRC** Intake Officer.

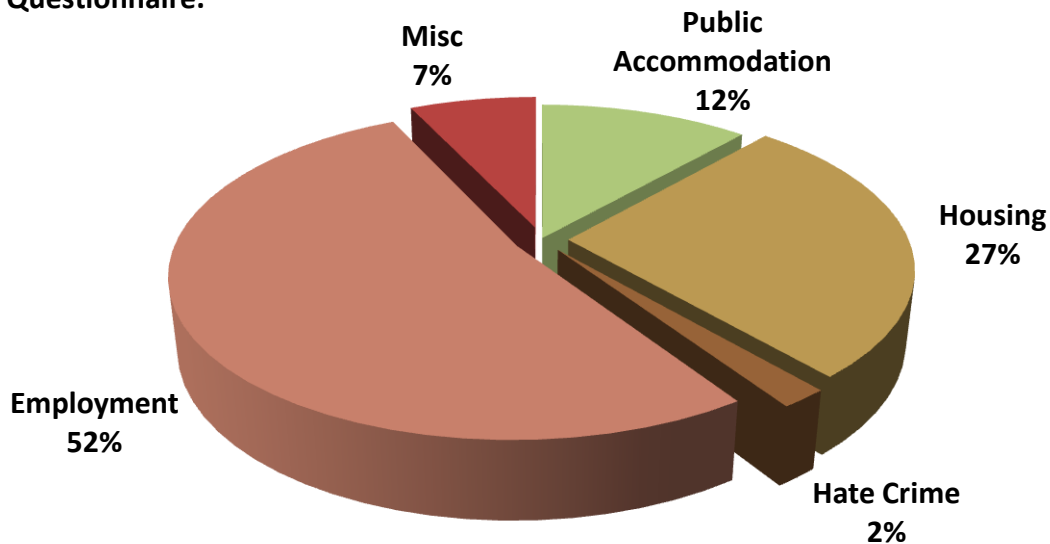


LOUISVILLE METRO

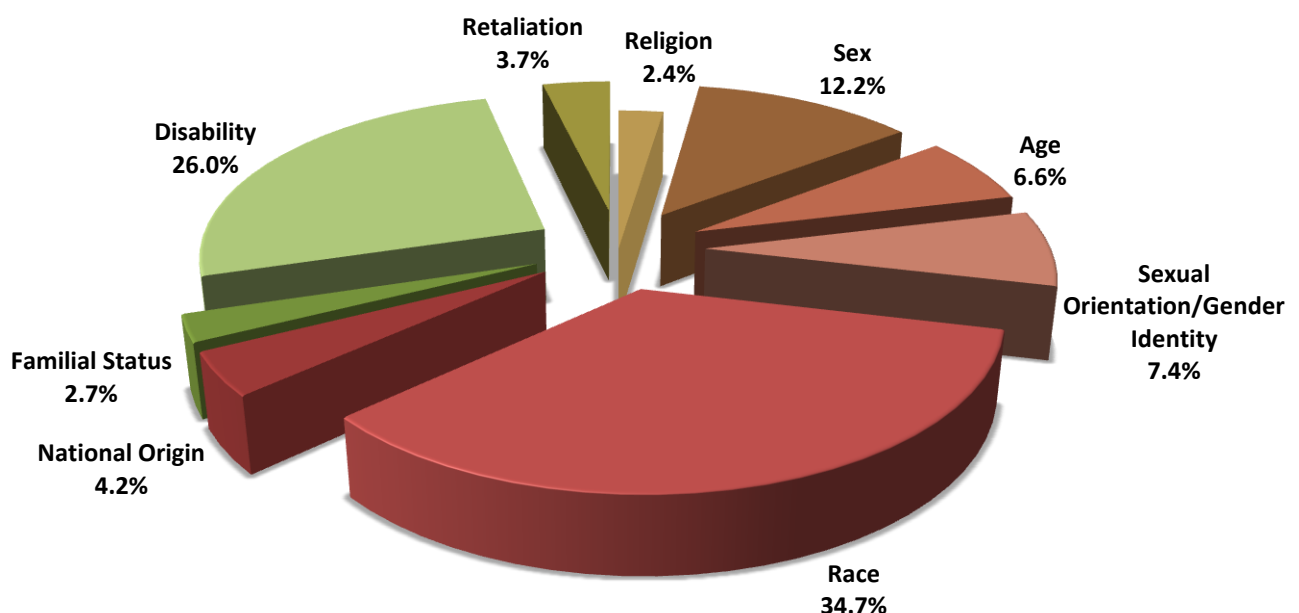
HUMAN RELATIONS COMMISSION

Our Work: Combating Discrimination

HRC obtains information regarding an individual's claim of discrimination (called an **Intake**) by interviewing the individual and evaluating the claim before an official complaint is filed. This information (which would include names, addresses, telephone numbers, as well as the basis and issues raised by the individual) and the resulting evaluation are recorded on an **Intake** Questionnaire.



2009 – 2010 Intakes: 476



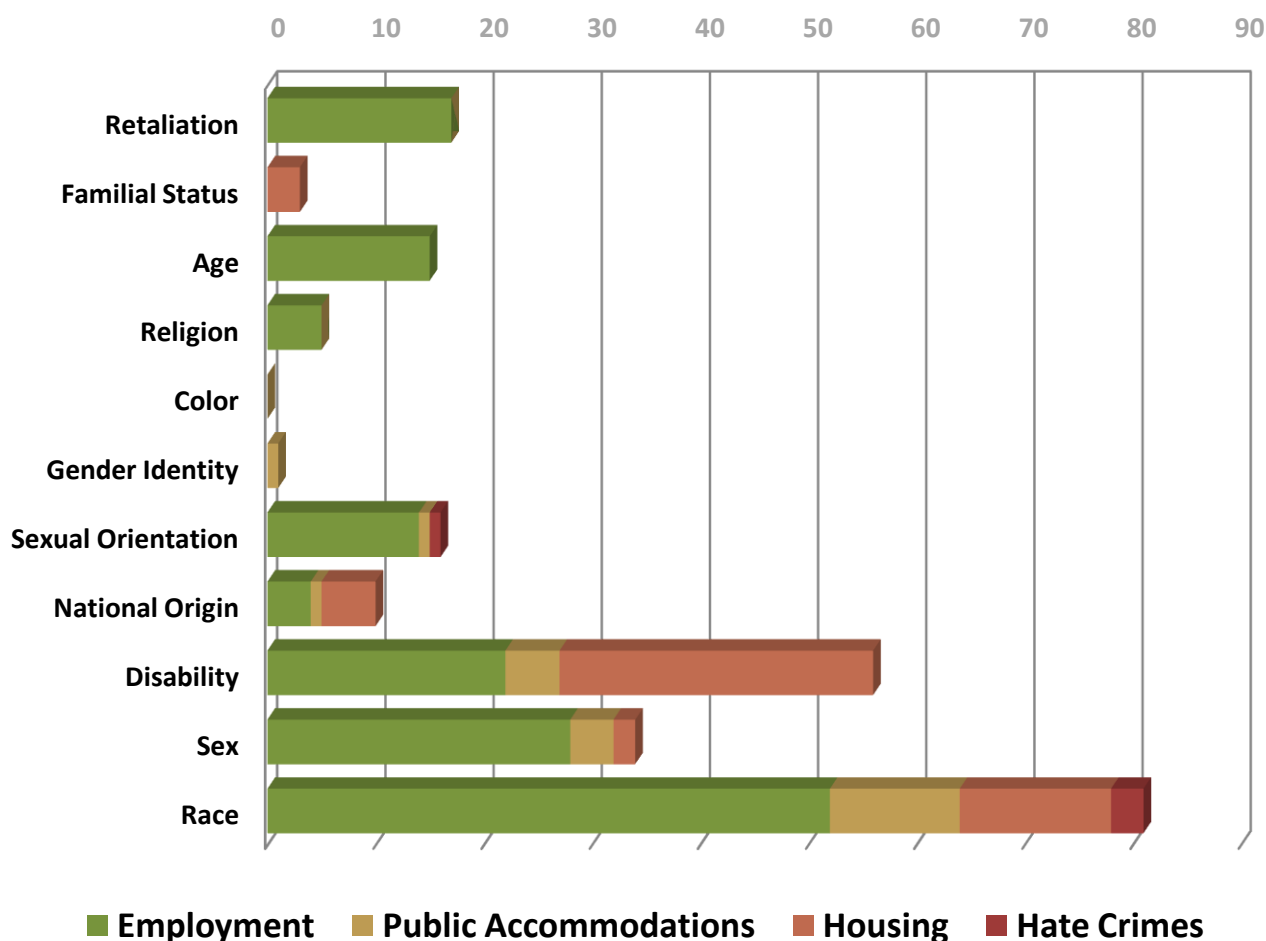
LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Combating Discrimination

Once enough information is provided to the HRC Intake Officer to enable the HRC to take a **Complaint**, HRC will prepare the **Complaint** and send a copy of the **Complaint** to the party accused of discrimination, along with a letter requesting that the accused party respond in writing to the **Complaint**. If the accused party and the Complainant are able to negotiate and agree to a settlement (which is facilitated by HRC), HRC will dismiss the **Complaint**. The HRC Compliance Officer assigned to investigate the **Complaint** will obtain all of the needed documents, conduct all the necessary interviews , and analyze all facts presented by both parties.

2009-2010 Complaints Filed*: 238



*Some complaints include more than one basis for discrimination.

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

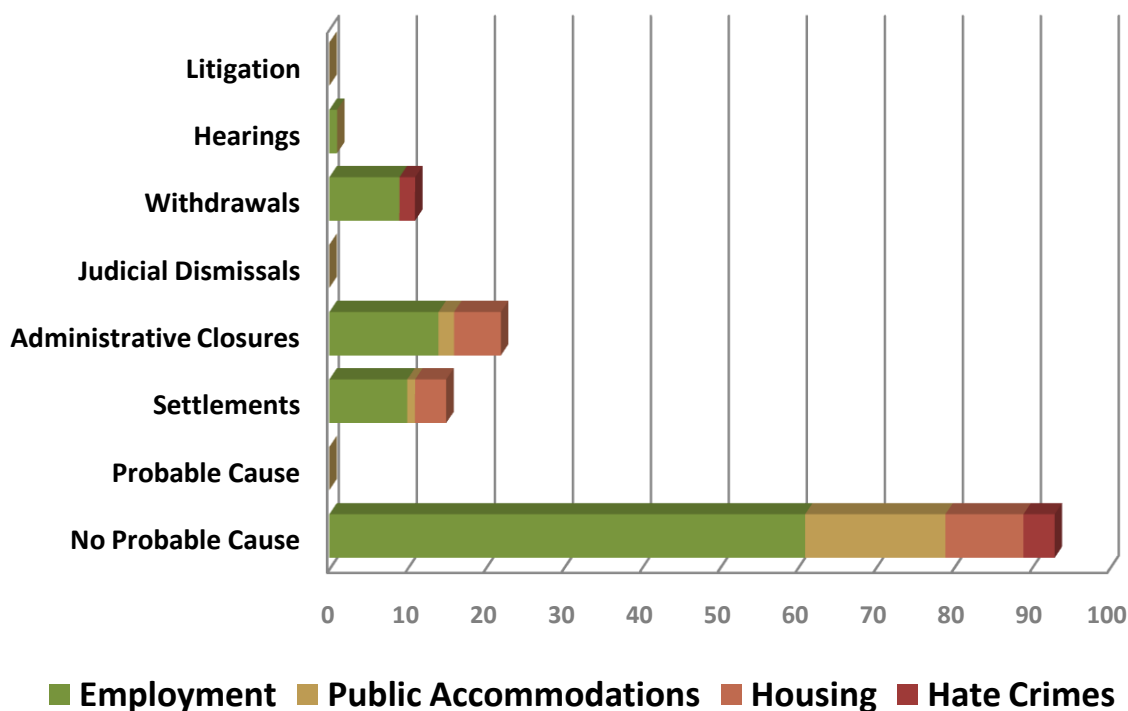
Our Work: Combating Discrimination

After the HRC Compliance Officer completes his or her investigation, HRC will determine whether the individual claiming discrimination was subjected to unlawful discrimination.

If HRC finds **Probable Cause*** (a determination that it is more likely than not that discrimination did occur), the Complaint will move forward through an administrative law process. This process is an alternative to the court system. The attorney representing the HRC may attempt to settle the case with the accused party or take it to a hearing before a hearing officer. If, after all these steps, the finding of discrimination is upheld, the decision may be appealed in court.

If, alternatively, the HRC finds **No Probable Cause** (the determination that there isn't enough evidence of unlawful discrimination), HRC will dismiss the Complaint. After dismissal of his or her Complaint by HRC, an individual claiming discrimination may choose to hire an attorney and file the same claim in federal court.

2009-2010 Outcomes**



*A Complaint may be settled between the parties prior to any determination of Probable Cause.

**The complete resolution of a claim of discrimination could range from 100 days to a year (investigations of Complaints are, generally, completed within 100 days).

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Combating Discrimination

2009-2010 Settlements

HOUSING	BASIS	ADVERSE ACTION	SETTLEMENT
Sanok Yount v. Brown Conti Co.	National Origin	Terms and Conditions	Non-Monetary
Donna Whitehouse v. Guardian Court Apts.	Handicap	Terms and Conditions	Non-Monetary
William Floyd v. Venus Place Apts.	Handicap	Terms and Conditions	Non-Monetary
EMPLOYMENT AND PUBLIC ACCOMMODATIONS	BASIS	ADVERSE ACTION	SETTLEMENT
Margarita Yero vs. Marriott Hotel	Sex	Terms and Conditions	\$690.00
Feotis Gilbert vs. Comfort Inn & Suites	Race	Unfair Treatment	\$6,000.00
Janice Ellis vs. Ideal Fitness	Race/Sex	Terms and Conditions	\$1,000.00
Antoine Bell vs. Footlocker	Sexual Orientation	Terms and Conditions	\$11,750.00
Greca Alexander vs. Wendy's	Race	Terms and Conditions	\$5,183.00
Lloyd Darling vs. Wellspring	Sex	Termination	\$1,000.00
LaKesha Jones vs. Father Maloney's Boys Haven	Retaliation	Termination	\$9,000.00
Valerie Davis vs. Sports & Social Club	Race	Denial of Fair Treatment by Place of Public Accommodation	Letter of Apology and Gift Card
Tina Lee vs. Supercuts	Race	Terms and Conditions	Pay Increase
Regina Brown vs. Popeye's	Sex	Termination	Increase in Hours

Six (6) Private Settlements

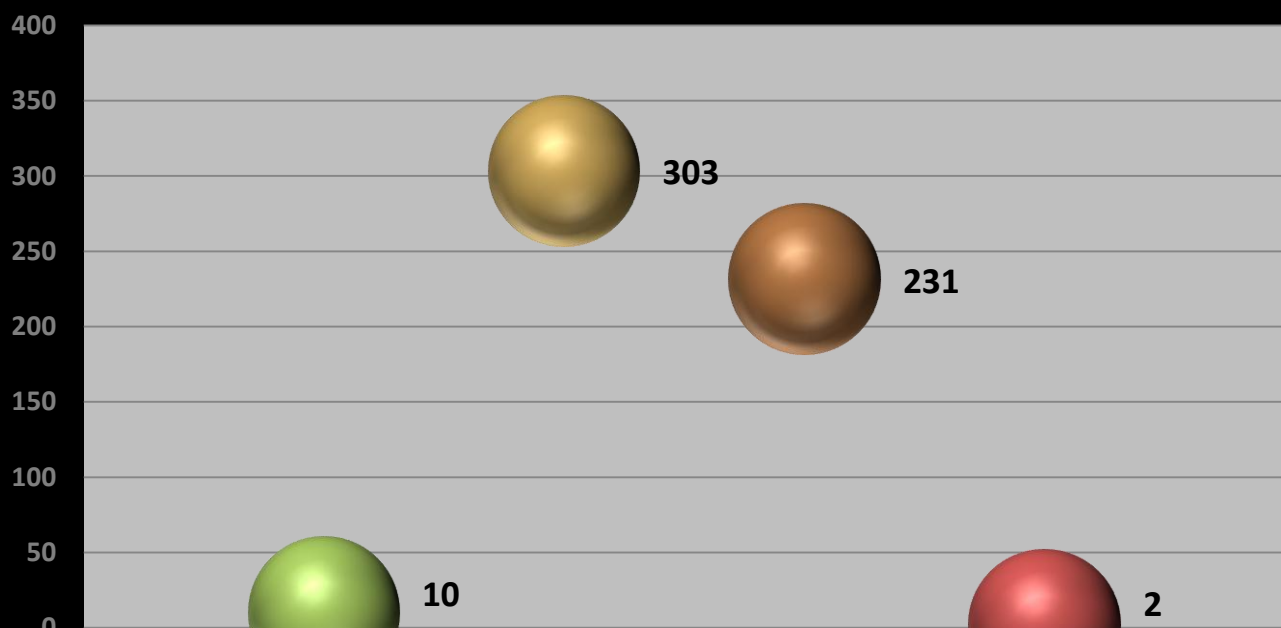
LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Monitoring Metro Government Vendors

Businesses seeking contracts over \$10,000 with Louisville Metro Government ("Metro Vendors") must be prequalified by HRC. As part of the prequalification process, HRC compares the workforce of each Metro Vendor with the overall workforce of the Metro Vendor's community.

2009-2010 Metro Government Vendors Prequalified by HRC: 546



- Businesses that Properly Utilize Minorities and Females (HRC Metro Vendor All-Stars)*
- Businesses with an Acceptable, Bona Fide Affirmative Action Plan
- Businesses with 10 or Fewer Employees
- Businesses with a Federally-Approved Affirmative Action Plan

*HRC Metro Vendor All-Stars

Baach Creative Services, Inc.
Feeders Supply Company, Inc.
International Diversity and Outreach
Jewish Physician Group, Inc
Kentucky Refugee Ministries, Inc.

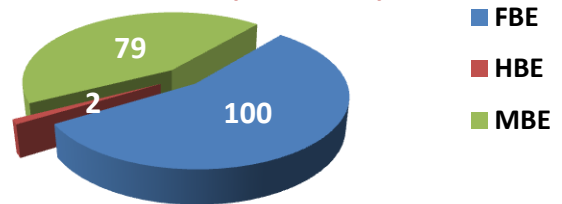
The Louisville Urban League, Inc.
MGT Of America, Inc.
Structured Employment Economic Development Corp.
University GYN/OB Foundation
WT Cox Subscriptions

LOUISVILLE METRO HUMAN RELATIONS COMMISSION

Our Work: Monitoring Metro Government Vendors

As part of Louisville Metro Government's procurement of goods and services through the competitive bid process, bidders are required to demonstrate to HRC good faith efforts made to utilize Certified Businesses*. Once awarded a contract, the Metro Vendor reports payments made to Certified Businesses to HRC on a monthly basis.

2009-2010 Certifications Issued
(Total: 181)



2009-2010 REPORTED METRO VENDOR PAYMENTS TO CERTIFIED BUSINESSES

David Construction, Inc.	<ul style="list-style-type: none"> • LFPL Flood Damage Repair: Doors, Frames, Hardware • Payments to Certified Businesses: \$1,879.72
David L. Cosby Construction Company, Inc.	<ul style="list-style-type: none"> • West Southland Boulevard Sidewalk Design Build • Payments to Certified Businesses: \$4,400.00
Versatile Construction, Inc.	<ul style="list-style-type: none"> • 1st Restroom Remodel Project • Payments to Certified Businesses: \$5,000.00
Korfhage Landscape & Designs, Inc.	<ul style="list-style-type: none"> • Glacier Run Landscape Irrigation • Payments to Certified Businesses: \$5,177.00
C Squared, Inc.	<ul style="list-style-type: none"> • Domestic Cold Water System Backflow Preventers • Payments to Certified Businesses: \$5,734.25
Woodbine Construction Company, Inc.	<ul style="list-style-type: none"> • LFPL Flood Damage Repair, Demolition • Payments to Certified Businesses: \$8,300.00
Flynn Brothers Contracting, Inc.	<ul style="list-style-type: none"> • Louisville Metro Road Improvements • Payments to Certified Businesses: \$14,425.00
Presnell Associates, Inc. (QK4)	<ul style="list-style-type: none"> • Professional Traffic Counting Services • Payments to Certified Businesses: \$28,903.56
T & C Contracting, Inc.	<ul style="list-style-type: none"> • ARRA Louisville Metro Sidewalk Curb • Payments to Certified Businesses: \$62,000.00
Mac Construction & Excavating, Inc.	<ul style="list-style-type: none"> • River Road over Harrods Creek • Payments to Certified Businesses: \$231,345.89
National Water Services, LLC	<ul style="list-style-type: none"> • Louisville Waterfront Park Phase 3B-2 • Payments to Certified Businesses: \$815,573.00

*A listing of Certified Businesses can be found at the HRC website: <http://www.louisvilleky.gov/HumanRelations/>

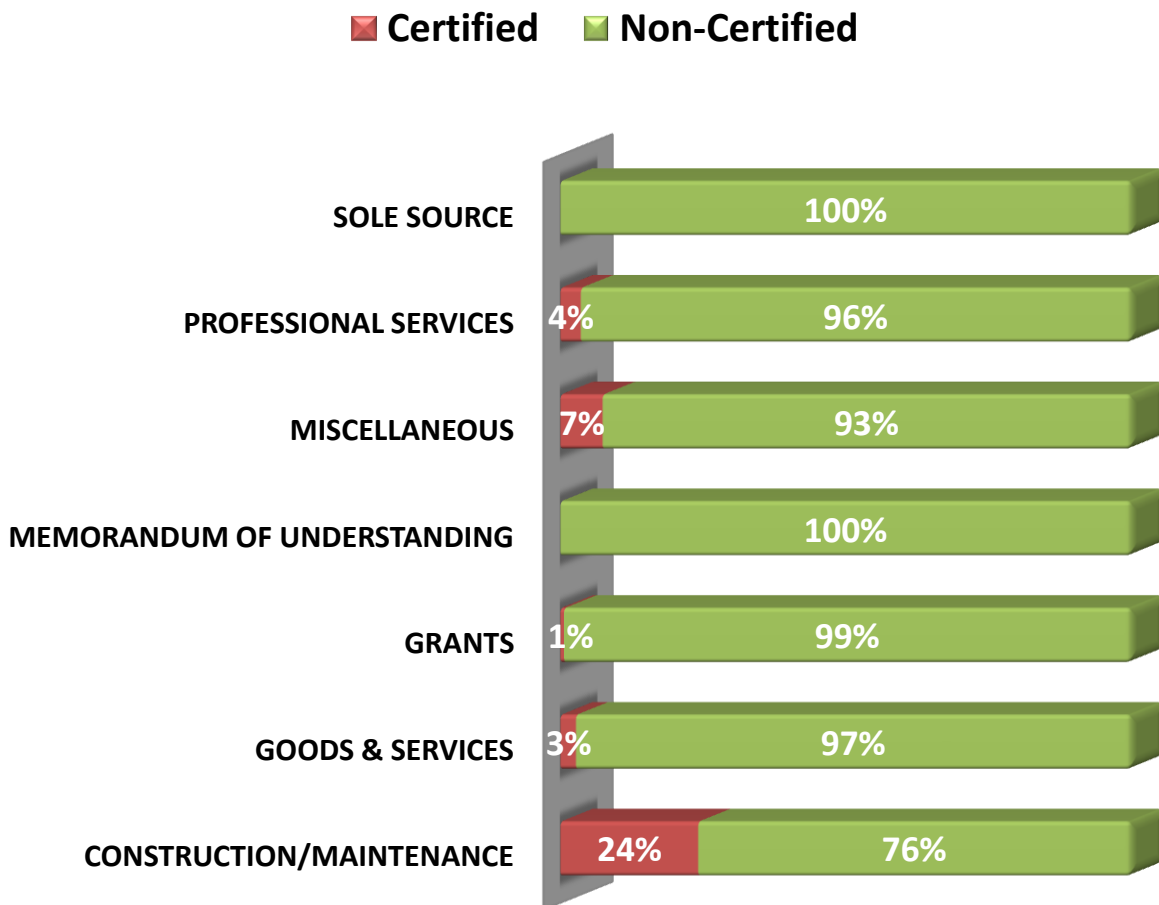
LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Monitoring Metro Government Vendors

Metro Government, by and through its agencies and individual departments, has adopted goals for the utilization of certified minority, certified female, and certified handicapped owned businesses. These goals are reviewed annually by the Mayor and the Metro Council.

2009-2010 Metro Contracts Awarded (Total: 1,681)



LOUISVILLE METRO HUMAN RELATIONS COMMISSION

Our Work: Monitoring Metro Government Vendors

Developers that propose to build housing with the direct or indirect assistance of Metro Government funds are required to submit an affirmative marketing plan to HRC before final approval.

2009 – 2010 Affirmative Marketing Plan Submissions

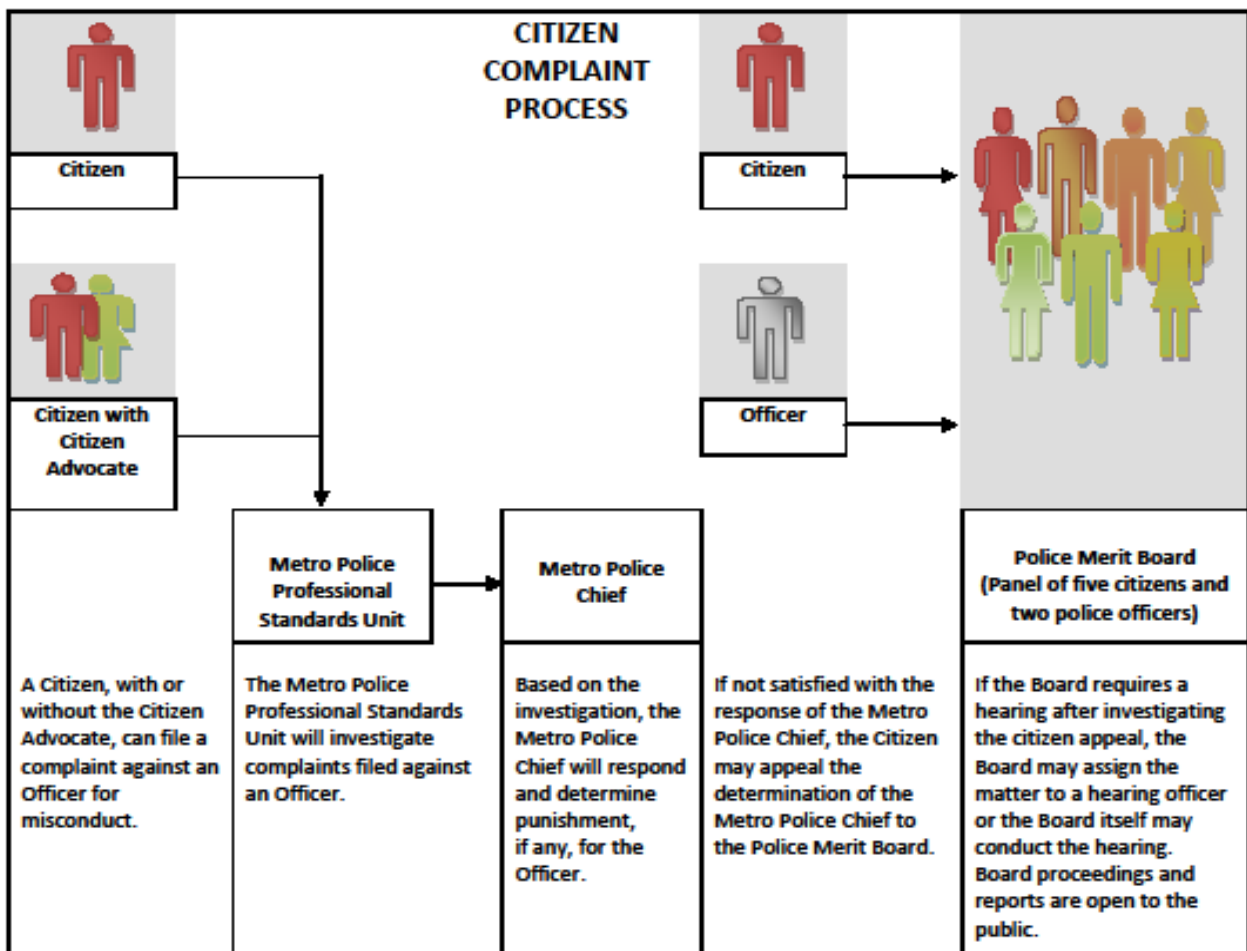
Jackson Woods Apartments	Oracle Single Family Home Revitalization 2009	St. William Apartments	Downtown Scholar House	Coventry Commons - Phase I	Coventry Commons - Phase II	Zoe Fields	Stoddard-Johnson Scholar House
New Directions Housing Corporation	Oracle Consulting Services, LLC	New Directions Housing Corporation	Family Scholar House & Marian Development Group, LLC	Marian Development Group, LLC	Marian Development Group, LLC	Marian Development Group, LLC	Family Scholar House & Marian Development Group, LLC
\$840,000	\$900,000	\$583,000	\$1,000,000	\$600,000	\$382,000	\$375,000	\$500,000

LOUISVILLE METRO HUMAN RELATIONS COMMISSION

Our Work: Advocating for Citizens (Police Complaints)

The Citizen's Advocate will assist any citizen who believes that he or she has been mistreated by a police officer and who may be intimidated by the idea of going to the police department to file a complaint. The Citizen's Advocate will support the complainant through the process of filing a complaint against a police officer and will monitor the progress of each complaint.

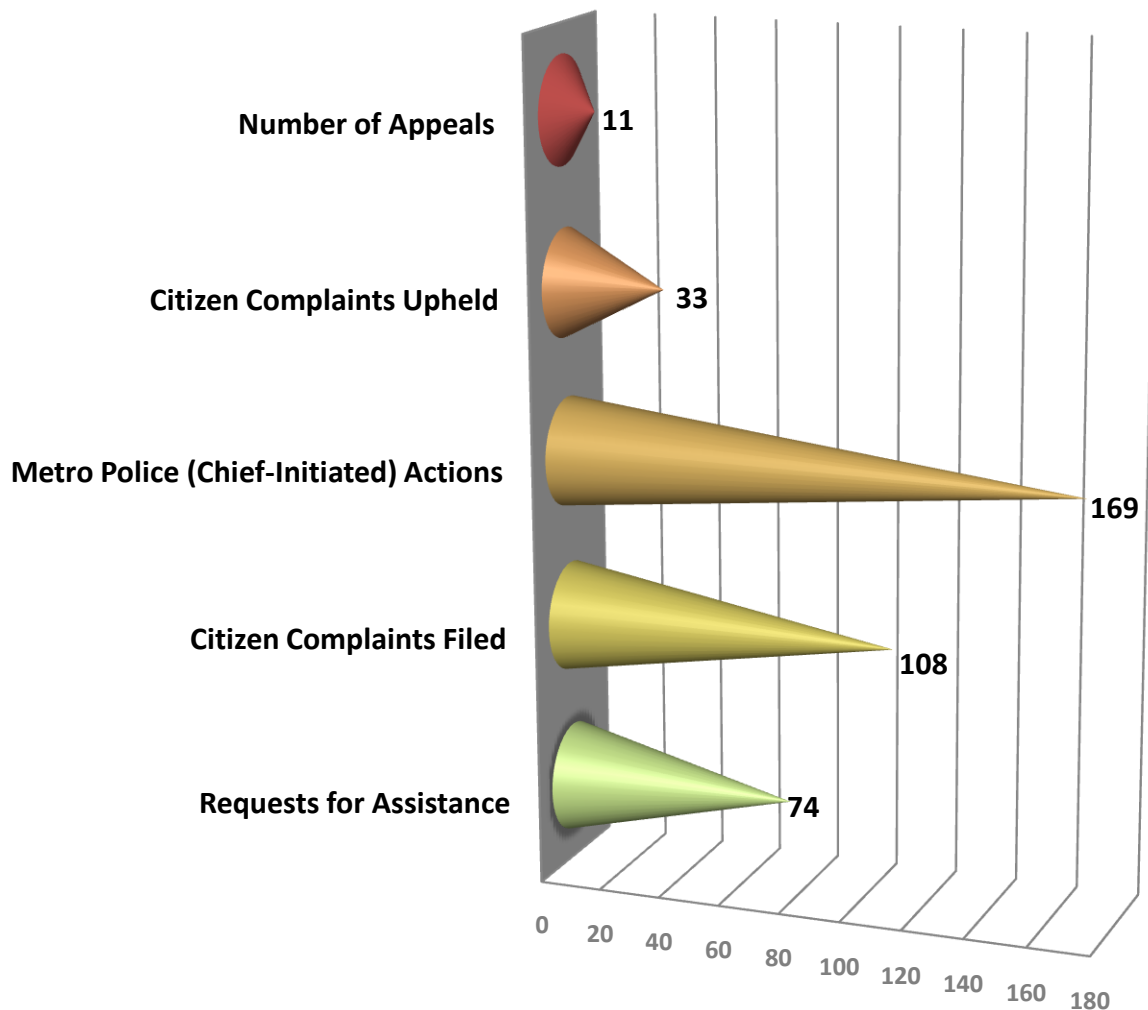
If you have any questions or need more information, please contact Marsha Moorman by phone at 574-HELP (4357) or by e-mail at marsha.moorman@louisvilleky.gov.



LOUISVILLE METRO HUMAN RELATIONS COMMISSION

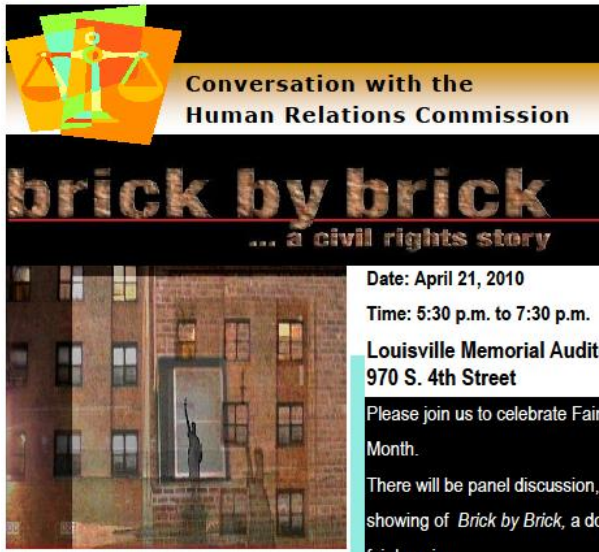
Our Work: Advocating for Citizens

2009-2010 Complaint Activity



LOUISVILLE METRO HUMAN RELATIONS COMMISSION

Our Work: Educating the Public (Education & Outreach)



Conversation with the Human Relations Commission

brick by brick
a civil rights story

Date: April 21, 2010
Time: 5:30 p.m. to 7:30 p.m.
Louisville Memorial Audit
970 S. 4th Street

Please join us to celebrate Fair Month.

There will be panel discussion, showing of *Brick by Brick*, a documentary on fair housing.

Invited Panelists:

- Carolyn Miller-Cooper, Executive Director
- Arthur T. Crosby, Executive Director
- Raoul Cunningham, NAACP
- Georgia Davis-Powers, Former Kentucky Attorney General

Co-Sponsor and provider of food:
Lexington Fair Housing Council

14th Annual Race and Relations Conference

January 20, 2010
The Galt House Hotel & Suites

Moving Forward in the 21st Century

Luncheon Speaker

Jane Elliott
Internationally known teacher, lecturer and diversity trainer

A.M. Break-out Sessions

- ◊ EEOC Legal Update & Ethics Course (CLE pending)
- ◊ The Anatomy of Prejudice (conducted by Jane Elliott)
- ◊ Hate Crimes: New Trends

P.M. Break-out Sessions

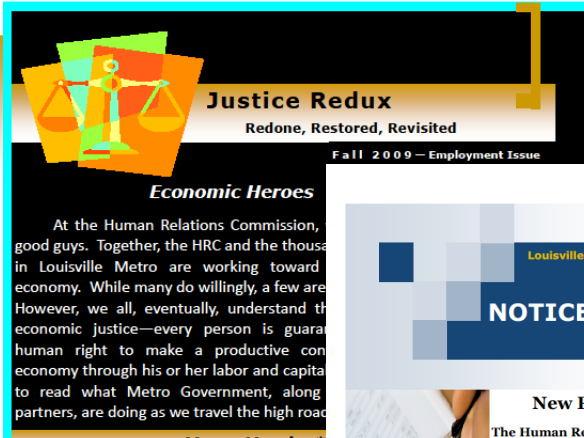
- ◊ Housing Legal Update (CLE pending)
- ◊ SBA and Economic Recovery: Helping Small Businesses Start, Grow and Succeed
- ◊ Media Portrayal of Race and its Impact on Perceptions

SAVE THE DATE
November 18, 2009

Cross Cultural Connections
African American & Hispanic/Latino Reunion

Louisville Metro
Human Relations Commission

Memorial Auditorium
5pm – 8pm



Justice Redux
Redone, Restored, Revisited

Fall 2009 – Employment Issue

Economic Heroes

At the Human Relations Commission, good guys. Together, the HRC and the thousands in Louisville Metro are working toward economy. While many do willingly, a few are not. However, we all, eventually, understand the economic justice—every person is guaranteed human right to make a productive contribution to the economy through his or her labor and capital to read what Metro Government, along with partners, are doing as we travel the high road.

Louisville Metro
Louisville Metro Human Relations Commission

NOTICE TO ALL VENDORS

New Prequalification Process
The Human Relations Commission will no longer be accepting applications for vendors.



CROSS CULTURAL SUMMIT

When/Cuando: Saturday, July 25th, 2009 8:30 a.m. to 3:00 p.m.

What: Three of Louisville's Multi-Cultural/Advocacy Organizations (The Hispanic Latino Coalition of Louisville, The Hispanic Latino Business Council and The Louisville Metro Human Relations Commission) will be hosting a free Cross Cultural Summit at Wesley House Community Center sponsored by Your Community Bank.

When/Cuando: Saturday, July 25th, 2009 8:30 am to 3:00 pm

Louisville Metro
Human Relations Commission

Coffee with the Commission

Each month, we look forward to meeting over coffee with area businesses, sharing ideas and concerns. Please join us for a Coffee with the Commission:

Monday, September 21, 2009 at 10 a.m.
Hosted By: **WorkShop, the creative workplace**
2005-B Frankfort Ave.
Louisville, KY. 40206
502-899-9225

September Coffee Talk Topic:
"Prequalification—How to Address Underutilization"

Please R.S.V.P. by calling Dawn Buffington at (502) 574-3637 or by email at dawn.buffington@louisvilleky.gov.

LOUISVILLE METRO

HUMAN RELATIONS COMMISSION

Our Work: Educating the Public (Education & Outreach)

JULY 2009 – JUNE 2010

July		February	
9	State EEO Conference	1	Meeting with African Delegation
14	Fair Housing Coalition Meeting	9	Fair Housing Coalition Meeting
15	Housing Policy Advisory Committee Meeting	15	Mayor's Community Conversation
20	Mayor's Community Conversation	16	Fair Housing Coalition Meeting
22	HUD Listening Meeting on Affirmatively Furthering Fair Housing	22	Congressman John Yarmuth Sustainable Communities Forum
25	Cross Cultural Summit	March	
31	Conversation with the Commission	1	Annual Victim Assistance Conference
August		7	International Women's Day Event
11	Fair Housing Coalition Meeting	9	Diversity Forum, University of Louisville Fair Housing Coalition Meeting
12	TSMSDC Business Network	10	Neo-African American Discussion (Brown Bag)
17	Mayor's Community Conversation	12-13	Black Family Conference
28	Economic Prosperity through Minority Empowerment	14	Kentucky Commission on Human Rights 50th Anniversary Celebration
September		15	Mayor's Community Conversation
4-5	WorldFest	18	Kentucky Commission on Human Rights Proclamation Ceremony
8	Fair Housing Coalition Meeting	19	New Directions Housing Corporation Fair Housing Training
15	Economic Empowerment Tour	23	Scam and Eggs: Consumer Protection
21	Coffee with the Commission	April	
October		1	Joint Utilities Meeting Employer Forum (UofL)
9	5th Annual Kentucky Hispanic & Immigrant Networking Summit	2	First Fridays Women's Business Roundtable
13	Fair Housing Coalition Sheppard Square Relocation Meeting	6	La Caliente Radio Fair Housing Discussion
19	Mayor's Community Conversation	14	LBA Government and Public Sector Meeting Southwest Women's Roundtable
28	State of Metropolitan Housing	15	Kentucky Commission on Human Rights 50th Anniversary Celebration
November		19	Mayor's Community Conversation
8	A Local Crossroads of the World	21	Conversation with the Commission - Panel discussion, followed by a showing of "Brick by Brick," a documentary on fair housing
10	Fair Housing Coalition Sheppard Square	22	3 rd Annual LEG Construction Meeting

	Relocation meeting		
14	ACLU of Kentucky Youth Rights Conference (Hate Crimes & Injustice)	23	Mayor's ADA Roundtable Nia Center Women's Roundtable
16	Mayor's Community Conversation	May	
18	Cross Cultural Connections	7	First Fridays Women's Business Roundtable
December		12	Compliance in the ARRA: Meeting Your EEO Obligations under the ARRA Forum
3	TSMSDC Annual Meeting	17	Mayor's Community Conversation
4	Louisville Urban League Annual Report Luncheon	19	TSMSDC Business Opportunity Fair
16	Metro Disability Coalition Breaking Barriers Award Ceremony	June	
January		5	Americana WorldFest
12	Fair Housing Coalition Meeting Louisville Urban League: Status of African American Higher Education Attainment in Louisville	8	Fair Housing Coalition Meeting Metro Housing Coalition Meeting
13	Mayor's State of City Address	16-17	TSMSDC Business Opportunity Fair
17	Celebrate Your Dream: Martin Luther King, Jr. Celebration Concert	21	Mayor's Community Conversation
18	Martin Luther King, Jr. Celebration	25	Nia Center Women's Roundtable
20	HRC Race and Relations Conference	28	Metro Disability Coalition Breaking Barriers Award Ceremony
21	Minority Empowerment Summit Steering Committee Meeting	29	Kentucky Commission on Human Rights Listening Tour
22	Eliminating the "Language Barrier": Strategies for Language Accessibility		
25	Mayor's Community Conversation		